

Temple Beth Sholom  
Board of Directors Meeting

Wednesday, November 17, 2021 7:00pm

18 Board Members & Staff in attendance

Attendees:

Mike Winston

Steffanie Belasco

Cantor David Reinwald

Arnold Shugarman

Rabbi Lipper

Karen Warren

Ruth Irving

Mitch Cohen

Shani Boone

Jeff Merkow

Nancy Silverman

Rachel Benson

Chavva Olander

Via Zoom:

Ari Ohls

Paula Pitluk

Jeff Altshuler

John Bornstein

Mary Gonzalez

Absent:

Melanie Pollack

Ruth Aptaker

Meeting called to order: 7:00 p.m.

Opening Blessing- Rabbi Lipper

1. D'var Torah- Rabbi Lipper
2. Introduction of Chavva Olander
  - Teen program- 1<sup>st</sup> event- ice cream social last Sunday
  - Nosh and learn Starts this Sunday
3. Approval of September Minutes- Shani Boone
  - Motion passed unanimously
  - The minutes are approved with 2 corrections (numbering corrections and adding "R" in CCAR. They will be filed for audit.
4. Rabbi Search Committee- Ari Ohls
  - Had 7 strong candidates apply, 2 who were interviewed by the committee 11/14 (Sunday)
  - 4/7 applicants were very appealing
  - More interviews coming (2 more on 11/28)
  - Can continue to get applications through December 1 and new grads can apply after 12/1
  - We need to remember we are competing for Rabbi's looking for a career

## 5. Focus Group Recap- Rachel Benson and Jeff Merkow

- Strong desire to foster social connectedness
- Desire for focus groups more often
- Engage across generations and interfaith community
- Members want to participate in services more
- Utilize technology more
- Repeated the desires for/important traits of the Rabbi (See last months minutes)
- Now that we have the data, we need to use the data- put together a training for goal setting around the data. January would like to include this tutorial on the strategic planning process (at the board meeting). 6 areas
  1. Membership (Mary and Ari) Strategies for recruitment and retention
  2. Finance (Jeff) develop 3 year and 5 year plan
  3. Fundraising (Melanie)
  4. Financial Planning (John) endowment
  5. Education (preschool, religious school, adult education)
  6. Worship (Karen) Why do we do what we do (more English?)

### \* Feeling alone in a crowd is the loneliest feeling

- December our voices will have a summary of the focus groups
- Report will be available on the website
- Rabbi suggested omitting the desires for the next Rabbi section should not be public (someone interviewing could look and plan their interview around the congregations desires for the new Rabbi)
- January meeting please be in person if possible
- Approximately 1/3 of the congregation participated in the focus groups
- Want to be sure that the demographics were true representation of the congregation. Demographics of this congregation have changed over the last year. Did not have a lot of young congregants participate.

## 6. Organizational Chart

- Want to have the Religious School Director under the Rabbi, reporting to the Rabbi
- Preschool Director is under the Executive Director, Steffanie suggested moving the Preschool Director under the Rabbi
- Both Religious School Director and Preschool Director work directly with the VP Education
- Discussion on benefits of moving Preschool Director from under ED to Rabbi
- Motion to move Religious School Director to be reporting to the Rabbi
- Motion passed unanimously

## 7. Staff/Board Reports

### a. Presidents report

- Annual calendar meeting 2022-2023 year
- Large calendar with a lot of events- please make sure you put your events on the calendar

- Updated policy and procedure (Social Media)
- Covid19 policy- we are staying conservative on this campus and continue wearing masks inside
- Thinking about elections for next year- January put together nominating committee
- Need help- creating nominating committee
- Hanukkah is coming up- Candle lighting at Orange Circle 11/30 is board night, Brotherhood 12/1, Sisterhood 12/2 come any and all nights
- Chavurot can make that an event
- Get your Gelt on- December 5<sup>th</sup> 12-4 So many fun events that day
- Melanie- needs fundraising committee- if you know someone, please refer

b. Treasurers report

- Report was presented by Jeff Altshuler
- October- predictable month
- Preschool bringing in money
- Thank you Ruth and Pam for reviewing everything with Jeff
- End of year cash balances will exceed special funds
- Challenge next year we need to make sure revenue increases because we won't have PPE money

c. Chavurah committee

- Please send Shani and email with who is in your Chavurah and if you are looking to add members
- We are hoping to form new Chavurah and add to existing if spots

d. Rabbi

- This is the first congregation that does not have an administrative assistant or clergy administrator
- Could impact a potential Rabbi's choice to come here

e. VP Education- Steffanie

- Movie group- series of 3 movies that are online and discussion at temple at 10:30 on Sundays 12/19, 2/6, 3/27
- Little White Lies (Documentary)
- In Between (Palestinian culture)
- Bye Bye Germany (Black comedy)

8. Old business

- Mitch- has anyone communicated with Brad Horowitz what we decided with the donation?--- check with Michelle Shugarman

9. New business

- Shabbat greeters for the rest of November and December
- Open 2 doors on Shabbat to the Sanctuary
- Family Shabbat Service 12/3 festive Shabbat
- Brotherhood annual pancake breakfast 12/25
- Please register and come to programming
- Question from Jeff A- do we have an email campaign to get dues by December 31

10. Good and welfare

Meeting Adjourned at 8:53: p.m.

Respectfully submitted,  
Shani Boone  
TBS Board Secretary